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draw some fire and that is fine. When you are talking about the salary for the health director which brings out other comments, I would suggest you look at some of the other salaries, outside this state house, and I would suggest and everytime we get a consultant in to talk about salaries they evade the issue about education salaries, and you ask them why, well it's too hot a potato, we don't want to get into it, now I ask you only one question and then I think when we get into the budget bill and we talk about the pay plan which is an attempt to not only raise the lower salaries to stop this turnover, but also to get salaries somewhat equal so that somebody in the roads department doing the same job as they are doing in the health department is getting the same salary, we also take a general look at the salaries schedule throughout state Government which includes educator's salaries, and I am speaking as an educator, because I would ask you only one question. Once again as a member of a board of directors of 49, is it fair and equitable, and good business in this state for some in lower administrative categories of higher education to receive the same salary as the Governor of the State of Nebraska receives. Now that is the situation you are in at the moment, and I think it's a many prong problem and I don't think we can solve it necessarily today, we can't set all the salaries, but I still think that we have the responsibility and the obligation to set the general pattern, and I think at the moment that some of these salaries commensurate with the responsibilities are completely out of line, and I think that as we discuss this entire budget matter we just as well jump into the middle of this entire matter.

SPEAKER: Senator Nore.

SENATOR NORE: Mr. President and fellow members, I whole heartedly agree with Senator Marvel, I think it's probably one of the most constructive dissertations on this problem we have had here today. Now a year or two ago we let the county commissioners set their own salaries, what did they do in my county, where I have property they doubled their salary, one hundred percent increase. We still have the same people. Now as far as government expenditures and those asking for appropriations, really it's a bottomless hole. You must put a lid on it, you must have a ceiling and a floor, if a man is never basically satisfied, and I think probably we have that more evident in our bureaucratic government. I think we should go back to where we were ten years ago, probably fifteen, when we did have a good solid government, in fact I am getting to the point where now I think physically, we know our Federal Government is not solid, financially, and some of the little things we are doing here today are going to cause our State Government to become unsound financially. So we must have controls, we must have lids, we must have ceilings, and we must bite the bullet and set down and set a salary and live with it. But to take the lid off it is extremely dangerous, especially in Government.

SPEAKER: Senator Frank Lewis.

SENATOR FRANK LEWIS: Mr. Chairman, I'll be brief. Two things I think ought to come to your attention. We ought to try to separate these issues out here and get to what we are trying to do. Number one - 243 calls for no increase in anybody's salary, that's a judgement somewhere else. Number two - 243 says nothing about the job description or the qualifications of the director of Medical Services, and there are those that suggest that the administrative position and not a professional position as far as an M.D., that's fine, but that's not germane to the bill. The bill simply eliminates a maximum salary, established by statute, and then the third point I think I would call to your attention, is the fact that the primary controlling factor in most of